



Montana's Official State Website

MONTANA DEPARTMENT OF LABOR & INDUSTRY

MONTANA BOARD OF NURSING PO BOX 200513 (301 S PARK, 4th FLOOR ...

... Failure to **list** all **licenses** active during the previous two years constitutes a falsification of your application and may result in a declined status of your ...

[mt.gov/dli/bsd/license/bsd\\_boards/nur\\_board/licenses/nur/pdf/nur\\_end\\_app.pdf](http://mt.gov/dli/bsd/license/bsd_boards/nur_board/licenses/nur/pdf/nur_end_app.pdf) - 2008-09-18 - [Text Version](#)

Montana DLI - Montana Board of Realty Regulation

... Broker Information; **Weights & Measures Permits & Licenses**. Online Services. Electrical Permits; Licensee **List** Download; Licensee Lookup; ...

[mt.gov/dli/bsd/license/bsd\\_boards/rre\\_board/board\\_page.asp](http://mt.gov/dli/bsd/license/bsd_boards/rre_board/board_page.asp) - 16k - 2008-10-08 - [Cached](#)  
[ [More results from mt.gov/dli/bsd/license](#) ]

Montana DLI - Weights and Measures

... The following is a current **list** of all repair agencies registered with the Bureau. For further information please contact the Bureau. ...

[mt.gov/dli/bsd/bc/reg\\_repair.asp](http://mt.gov/dli/bsd/bc/reg_repair.asp) - 13k - 2007-12-13 - [Cached](#)  
[ [More results from mt.gov/dli/bsd/bc](#) ]

Business Standards Division

... Broker Information; **Weights & Measures Permits & Licenses**. Online Services. Electrical Permits; Licensee **List** Download; Licensee Lookup; ...

[mt.gov/dli/bsd/news.asp](http://mt.gov/dli/bsd/news.asp) - 14k - 2008-01-23 - [Cached](#)

Contact **List** of Montana Biodiesel Permits, **Licenses**, and Other ...

... not available. The above **list** summarizes known permits, **licenses**, registrations, incentives, and other matters. We recommend individuals ...

[www.deq.mt.gov/.../Biodiesel\\_Permits\\_License\\_Considerations\\_Oct2007.pdf](http://www.deq.mt.gov/.../Biodiesel_Permits_License_Considerations_Oct2007.pdf) - 2007-11-07 - [Text Version](#)

Department of Revenue - State of Montana

... Active Tobacco Products **Licenses** Last updated 1/09/09; Cigarette Minimum Price **List** Last updated 2/10/09; Tobacco Product Taxes and **Licenses**; Tobacco Product ...

[mt.gov/revenue/forbusinesses/taxeslicensesfeespermits.asp](http://mt.gov/revenue/forbusinesses/taxeslicensesfeespermits.asp) - 16k - 2009-02-10 - [Cached](#)

Flathead County Computer Services

... 4. **List** other **licenses**, certificates and special training related to the position that you are seeking (CPA, LPN, RN, etc.) AN EQUAL OPPORTUNITY EMPLOYER ...

[flathead.mt.gov/human\\_resources/staticdocs/jobapp.pdf](http://flathead.mt.gov/human_resources/staticdocs/jobapp.pdf) - 2008-02-12 - [Text Version](#)

Commercial Driver Licensing - MT Dept of Justice

... Types and Classes of Commercial **Licenses**. ... including the agent's hours of operation, sites operated by TSA agents in other states and the **list** of acceptable ...

## 1908 Unlawful Employment of Aliens—Criminal Penalties

Title 8 U.S.C. § 1324a(a)(1)(A) makes it unlawful for any person or other entity to hire, recruit, or refer for a fee, for employment in the United States an alien knowing the alien is an unauthorized alien, as defined in subsection 1324a(h)(3).

Subsection 1324a(2) makes it unlawful for any person or entity, after hiring an alien for employment, to continue to employ the alien in the United States knowing the alien is or has become an unauthorized alien with respect to such employment.

Subsection 1324a(f) provides that any person or entity that engages in a "pattern or practice" of violations of subsection (a)(1)(A) or (a)(2) shall be fined not more than \$3000 for each unauthorized alien with respect to whom such a violation occurs, imprisoned for not more than six months for the entire pattern or practice, or both. The legislative history indicates that "a pattern or practice" of violations is to be given a commonsense rather than overly technical meaning, and must evidence regular, repeated and intentional activities, but does not include isolated, sporadic or accidental acts. H.R.Rep. No. 99-682, Part 3, 99th Cong., 2d Sess. (1986), p. 59. *See* 8 C.F.R. § 274a.1(k). A scheme for civil enforcement of the requirements of § 1324a through injunctions and monetary penalties is set forth in § 1324a(e) and § 1324a(f)(2).

In addition, 18 U.S.C. § 1546(b) makes it a felony offense to use a false identification document, or misuse a real one, for the purpose of satisfying the employment verification provisions in 8 U.S.C. § 1324a(b).

## § 1324a. Unlawful employment of aliens

### **(a) Making employment of unauthorized aliens unlawful**

#### **(1) In general**

It is unlawful for a person or other entity—

**(A)** to hire, or to recruit or refer for a fee, for employment in the United States an alien knowing the alien is an unauthorized alien (as defined in subsection (h)(3) of this section) with respect to such employment, or

#### **(B)**

**(i)** to hire for employment in the United States an individual without complying with the requirements of subsection (b) of this section or

**(ii)** if the person or entity is an agricultural association, agricultural employer, or farm labor contractor (as defined in section 1802 of title 29), to hire, or to recruit or refer for a fee, for employment in the United States an individual without complying with the requirements of subsection (b) of this section.

#### **(2) Continuing employment**

It is unlawful for a person or other entity, after hiring an alien for employment in accordance with paragraph (1), to continue to employ the alien in the United States knowing the alien is (or has become) an unauthorized alien with respect to such employment.

#### **(3) Defense**

A person or entity that establishes that it has complied in good faith with the requirements of subsection (b) of this section with respect to the hiring, recruiting, or referral for employment of an alien in the United States has established an affirmative defense that the person or entity has not violated paragraph (1)(A) with respect to such hiring, recruiting, or referral.

#### **(4) Use of labor through contract**

For purposes of this section, a person or other entity who uses a contract, subcontract, or exchange, entered into, renegotiated, or extended after November 6, 1986, to obtain the labor of an alien in the United States knowing that the alien is an unauthorized alien (as defined in subsection (h)(3) of this section) with respect to performing such labor, shall be considered to have hired the alien for employment in the United States in violation of paragraph (1)(A).

#### **(5) Use of State employment agency documentation**

For purposes of paragraphs (1)(B) and (3), a person or entity shall be deemed to have complied with the requirements of subsection (b) of this section with respect to the hiring of an individual who was referred for such employment by a State employment agency (as defined by the Attorney General), if the person or entity has and retains (for the period and in the manner described in subsection (b)(3) of this section) appropriate documentation of such referral by that agency, which documentation certifies that the agency has complied with the procedures specified in subsection (b) of this section with respect to the individual's referral.

**Form I-9, Employment  
Eligibility Verification**

Please read instructions carefully before completing this form. The instructions must be available during completion of this form.

**ANTI-DISCRIMINATION NOTICE:** It is illegal to discriminate against work eligible individuals. Employers CANNOT specify which document(s) they will accept from an employee. The refusal to hire an individual because the documents have a future expiration date may also constitute illegal discrimination.

**Section 1. Employee Information and Verification.** To be completed and signed by employee at the time employment begins.

Print Name: Last	First	Middle Initial	Maiden Name
Address (Street Name and Number)		Apt. #	Date of Birth (month/day/year)
City	State	Zip Code	Social Security #

**I am aware that federal law provides for imprisonment and/or fines for false statements or use of false documents in connection with the completion of this form.**

I attest, under penalty of perjury, that I am (check one of the following):

- ☐ A citizen or national of the United States  
☐ A lawful permanent resident (Alien #) A \_\_\_\_\_  
☐ An alien authorized to work until \_\_\_\_\_

(Alien # or Admission #) \_\_\_\_\_

Employee's Signature	Date (month/day/year)
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**Preparer and/or Translator Certification.** (To be completed and signed if Section 1 is prepared by a person other than the employee.) I attest, under penalty of perjury, that I have assisted in the completion of this form and that to the best of my knowledge the information is true and correct.

Preparer's/Translator's Signature	Print Name
Address (Street Name and Number, City, State, Zip Code)	
Date (month/day/year)	

**Section 2. Employer Review and Verification.** To be completed and signed by employer. Examine one document from List A OR examine one document from List B and one from List C, as listed on the reverse of this form, and record the title, number and expiration date, if any, of the document(s).

List A	OR	List B	AND	List C
Document title: _____		_____		_____
Issuing authority: _____		_____		_____
Document #: _____		_____		_____
Expiration Date (if any): _____		_____		_____
Document #: _____		_____		_____
Expiration Date (if any): _____		_____		_____

**CERTIFICATION - I attest, under penalty of perjury, that I have examined the document(s) presented by the above-named employee, that the above-listed document(s) appear to be genuine and to relate to the employee named, that the employee began employment on (month/day/year) \_\_\_\_\_ and that to the best of my knowledge the employee is eligible to work in the United States. (State employment agencies may omit the date the employee began employment.)**

Signature of Employer or Authorized Representative	Print Name	Title
Business or Organization Name and Address (Street Name and Number, City, State, Zip Code)		Date (month/day/year)

**Section 3. Updating and Reverification.** To be completed and signed by employer.

A. New Name (if applicable)	B. Date of Rehire (month/day/year) (if applicable)
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C. If employee's previous grant of work authorization has expired, provide the information below for the document that establishes current employment eligibility.

Document Title: _____	Document #: _____	Expiration Date (if any): _____
I attest, under penalty of perjury, that to the best of my knowledge, this employee is eligible to work in the United States, and if the employee presented document(s), the document(s) I have examined appear to be genuine and to relate to the individual.		
Signature of Employer or Authorized Representative		Date (month/day/year)

## LISTS OF ACCEPTABLE DOCUMENTS

LIST A	LIST B	LIST C
Documents that Establish Both Identity and Employment Eligibility	Documents that Establish Identity	Documents that Establish Employment Eligibility
	OR	AND
1. U.S. Passport (unexpired or expired)	1. Driver's license or ID card issued by a state or outlying possession of the United States provided it contains a photograph or information such as name, date of birth, gender, height, eye color and address	1. U.S. Social Security card issued by the Social Security Administration <i>(other than a card stating it is not valid for employment)</i>
2. Permanent Resident Card or Alien Registration Receipt Card (Form I-551)	2. ID card issued by federal, state or local government agencies or entities, provided it contains a photograph or information such as name, date of birth, gender, height, eye color and address	2. Certification of Birth Abroad issued by the Department of State <i>(Form FS-545 or Form DS-1350)</i>
3. An unexpired foreign passport with a temporary I-551 stamp	3. School ID card with a photograph	3. Original or certified copy of a birth certificate issued by a state, county, municipal authority or outlying possession of the United States bearing an official seal
4. An unexpired Employment Authorization Document that contains a photograph (Form I-766, I-688, I-688A, I-688B)	4. Voter's registration card	4. Native American tribal document
	5. U.S. Military card or draft record	5. U.S. Citizen ID Card <i>(Form I-197)</i>
5. An unexpired foreign passport with an unexpired Arrival-Departure Record, Form I-94, bearing the same name as the passport and containing an endorsement of the alien's nonimmigrant status, if that status authorizes the alien to work for the employer	6. Military dependent's ID card	6. ID Card for use of Resident Citizen in the United States <i>(Form I-179)</i>
	7. U.S. Coast Guard Merchant Mariner Card	
	8. Native American tribal document	7. Unexpired employment authorization document issued by DHS <i>(other than those listed under List A)</i>
	9. Driver's license issued by a Canadian government authority	
	For persons under age 18 who are unable to present a document listed above:	
	10. School record or report card	
	11. Clinic, doctor or hospital record	
	12. Day-care or nursery school record	

**Illustrations of many of these documents appear in Part 8 of the Handbook for Employers (M-274)**